



King County

Become a **Lean Facilitator**

January 2013

KING COUNTY NEEDS MORE LEAN FACILITATORS!

Are you excited about Lean? Do you like helping people solve problems? You may be good a candidate for becoming a Lean facilitator.

The Continuous Improvement Team (CIT) is developing 40 Lean facilitators by the end of 2014 – representing the many faces of our employees, the variety of services we provide, and the diversity of customers we serve.

These facilitators will lead Lean events in their own departments and across County government. Down the road, facilitators will gain more Lean skills ranging from technical tools to management systems.

WHAT'S IN IT FOR ME?

Becoming a Lean facilitator will provide you with numerous opportunities to develop your professional skills and knowledge. Selected candidates will receive facilitation, consulting, and Lean training and will build their skills through event facilitation.

You will be empowered to effect real change in your division and throughout the County as you work with groups to continuously and actively solve problems.



Jeremy Valenta and Jonathon Larson co-facilitate a Lean event to improve Transit Division's Family Medical Leave process.

"As I've facilitated events throughout the County, I have been struck by the ownership that my fellow employees take in their work and in delivering excellent public service. Helping participants identify and remove barriers to those goals is incredibly rewarding."
– **Jonathon Larson, Human Resources Division**

"I enjoy helping people come together to solve problems. It is rewarding to see people excited about turning their ideas into actions that make their work easier and better." – **Jeremy Valenta, Office of Performance, Strategy, and Budget**



IDEAL CANDIDATES...

- Have experience with facilitating groups
- Possess demonstrated leadership ability
- Are flexible to change, yet able to challenge others and the status quo
- Have previous experience with Lean or other process improvement methodologies
- Possess strong people skills
- Have strong problem-identification and problem-solving skills
- Are authentic, courageous, confident, good-natured, enthusiastic, and able to leap tall buildings in a single bound!

WHAT'S INVOLVED?

The CIT will train a group of 8 to 10 facilitators each term. The training series is offered three times each year.

The development path involves:

1. Attend classroom instruction
2. Facilitate first event guided by a Lean coach
3. Facilitate more events with ongoing coaching
4. Participate in continuing Lean development

Over the course of the term, selected candidates will spend five non-consecutive days in classroom training and will complete their first Lean event. Their first Lean event will require about eighty hours for assessment, planning and facilitation activities.

Ongoing development will require about four hours per month and will be provided by the CIT.

Trained facilitators will commit to three events per year following King County's best practice for conducting Lean events and will help the CIT to continuously improve the best practice.

THINK ABOUT IT

If you are energized by the prospect of adding Lean facilitation to your professional portfolio and helping to bring Lean results to the people we serve, please visit King County's Lean website for application materials:

<http://kingcounty.gov/employees/Lean.aspx>

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